



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
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Payment of Wages for the Regular Holiday on June 12, 2022 in Commemoration of the Philippine Independence Day

Pursuant to Proclamation Nos. 1236 issued by President Rodrigo Roa Duterte on October 29, 2021, the following rules for pay on regular holidays shall apply:

1. If the employee did not work, he/she shall be paid 100% of his/her wage for that day, subject to certain requirements under the implementing rules and regulations of the Labor Code, as amended **[[Basic wage + COLA) x 100%]¹**;
2. For work done during the regular holiday, the employee shall be paid a total of 200% of his/her wage for that day for the first eight hours **[[Basic wage + COLA) x 200%]¹**;
3. For work done in excess of eight hours (overtime work), he/she shall be paid an additional 30% of his/her hourly rate on said day **[Hourly rate of the basic wage x 200% x 130% x number of hours worked]**;
4. For work done during a regular holiday that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her basic wage of 200% **[[Basic wage + COLA) x 200%] + [30% (Basic wage x 200%)]**; and
5. For work done in excess of eight hours (overtime work) during a regular holiday that also falls on his/her rest day, he/she shall be paid an additional 30% of his/her hourly rate on said day **(Hourly rate of the basic wage x 200% x 130% x 130% x number of hours worked)**.

Be guided accordingly.

Ma C. Dione
ATTY. ANA C. DIONE, CPA
Acting Secretary

08 June 2022

¹ Cost of Living Allowance (COLA) is included in the computation of holiday pay